

COMMONWEALTH OF VIRGINIA
STANDARD CONTRACT

Contract # 720C-04208-09R02

International Recruitment & Placement, Registered Nurses

This contract entered into this 8th day of July 2009, by Health Carousel, LLC, 4500 Cooper Road, Suite 1010, Cincinnati, OH 45242 hereinafter referred to as "Contractor" and "Health Carousel." and Commonwealth of Virginia, Department of Behavioral Health and Developmental Services (DBHDS), P.O. Box 1797, Richmond, Virginia 23218, hereinafter referred to as "DBHDS". The original Request for Proposal (RFP) #720C-04208-09R dated February 23, 2009 was issued under the name Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS) and Health Carousel's response to the proposal referenced DMHMRSAS as such, shall be change to read as Department of Behavioral Health and Developmental Services (DBHDS). The Departments name was changed by the Commonwealth of Virginia General Assembly under Senate Bill 1117 and House Bill 2300, effective July 1, 2009. DBHDS shall be defined to include Central Office and the following facilities:

Central Virginia Training Center
Southeastern Virginia Training Center
Southside Virginia Training Center
Southwestern Virginia Training Center
Catawba Hospital
Southern Virginia Mental Health Institute
Western State Hospital
Commonwealth Center for Children & Adolescents
Central State Hospital
Southwestern Virginia Mental Health Institute
Eastern State Hospital
Northern Virginia Mental Health Institute
Northern Virginia Training Center
Piedmont Geriatric Hospital
Hiram Davis Medical Center
Virginia Center for Behavioral Rehabilitation

WITNESSETH that Health Carousel and DBHDS, in consideration of the mutual covenants, promises and agreements herein contained, agree as follows:

SCOPE OF CONTRACT: Health Carousel shall provide the services to DBHDS as set forth in the Contract Documents.

PERIOD OF PERFORMANCE: From July 20, 2009 through July 19, 2011. Contract may be renewed for two (2) additional two (2) year periods for software maintenance and support services upon mutual written agreement of both parties.

The contract documents shall consist of the following enclosed documents:

- (1) This signed form;
- (2) The following portions of the Request for Proposal (RFP) #720-04208-09R:
 - (a) Front cover pages (page 1 of 29 and page 2 of 29);
 - (b) Section I titled "Purpose";
 - (c) Section II titled "Background";
 - (d) Section III titled "Definitions";
 - (e) Section IV titled "Scope of Work";
 - (f) Section VII titled "General Terms and Conditions", (Applicable to the contract);
 - (g) Section VIII titled "Special Terms and Conditions", (Applicable to the contract); and
 - (h) Section IX titled "Method of Payment".
- (3) The following portions of Health Carousel's response to the RFP dated March 25, 2009:
 - (a) Front cover pages (page 2 and 3);
 - (b) Section V.B.3.a titled "Company Background";
 - (c) Section V.B.4 titled "Description of Health Carousel's International RN Recruitment Program";
 - (d) Section V.B.5. titled "Description of Health Carousel's Screening, Testing, Selection, and Training";
 - (e) Section V.B.6. titled "Description of Specific Recruiting Plan Using Central State Hospital as an Example";
 - (f) Section V.B.7 titled "General and Specialized Training";
 - (g) Section V.B.8. titled "Testing Program";
 - (h) Section V.B.9. titled "Training and Testing Program vs. Standards";
 - (i) Section V.B.10. titled "Services Provided"; and
 - (j) Attachment C titled "Candidate Screening and Testing".
- (4) Revised Section V.B.11., the negotiated "Detailed Cost Proposal",

- (5) Attachment D titled "Welcome Week Optional Services Pricing" submitted by Health Carousel June 29, 2009.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed intending to be bound thereby.

Health Carousel, LLC

By: J. William DeVille
J. William DeVille
Chief Executive Officer

Date: 7/13/09

Department of Behavioral Health and Developmental Services

By: Joy S. Lazarus
Joy S. Lazarus
Director, Office of Administrative Services

Date: 7/16/09

Commonwealth of Virginia

REQUEST FOR PROPOSAL

Issue Date: February 23, 2009

Issue Title: International Recruitment & Placement, Registered Nurses

Issuing Agency: Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS), P.O. Box 1797, Richmond, Virginia 23218-1797

Using Agency and Location Where Work Will Be Performed: DMHMRSAS facilities located through the Commonwealth of Virginia.

Period of the Contract: May 1, 2009 through April 30, 2011.

Renewals: Contract may be renewed for three (3) additional two (2) year periods upon mutual agreement between all parties.

Proposals will be received for furnishing services described herein until: **Wednesday, March 18, 2009 at 3:00 p.m. EST.**

Submit Comments Questions	Interested parties may submit written comments or questions on any aspect of this RFP <u>on or before 5:00 p.m. Wednesday, March 11, 2009.</u> Please submit your comments and questions to David T. Ray: By email: david.ray@co.dmhmrzas.virginia.gov No other questions will be responded to if received after the <u>5:00 p.m. Wednesday, March 11, 2009</u> deadline.
Copies of RFP and Answers to submitted Questions	May be obtained at www.dmhmrzas.virginia.gov on left side of screen under DMHMRSAS click on Procurement, then under More Information click on link to Solicitations for the Office of Administrative Services and look for solicitation number assigned: <u>RFP# 720C-04208-09R.</u>
Preproposal Conference	No Preproposal Conference.

All offerors must register in eVA; failure to register may result in the proposal being rejected. No award shall be made to an Offeror not registered in eVA.

(See Section VII, Item S, "Business-To-Government Offeror Registration")

Proposal Delivery Information:

All Proposals shall be addressed: DMHMRSAS, Office of Administrative Services. If mailed, send to P.O. Box 1797, Richmond, VA 23218-1797; if hand delivered Jefferson Building, 8th

Floor - Room 811, 1220 Bank Street, Richmond, Virginia, 23219. Envelopes should be marked with RFP number and opening date and time. It is the Offeror's responsibility to assure that proposals are received and logged in by Procurement Operations staff at the location indicated by the date and time above, regardless of the method of delivery. LATE proposals will NOT be accepted under any circumstances. This page and the following signature page must accompany your proposal, with all information supplied and signatures applied as required.

IN COMPLIANCE WITH THE ABOVE REFERENCED REQUEST FOR PROPOSALS AND TO ALL THE CONDITIONS IMPOSED HEREIN, IN FACT OR BY REFERENCE, THE UNDERSIGNED OFFERS AND AGREES TO FURNISH THE SERVICES IN ACCORDANCE WITH THE ATTACHED SIGNED PROPOSAL OR AS MUTUALLY AGREED UPON BY SUBSEQUENT NEGOTIATION.

Offeror Name and Address:

_____	Date: _____
_____	By: _____
_____	(Official Signature in Ink)
Telephone: _____	Printed Name: _____
FEI/FIN Number: _____	Title: _____

(Please check all that apply)

<input type="checkbox"/>	Contractor DOES consider his/her firm to be a small, woman or minority owned business.
<input type="checkbox"/>	Contractor does NOT consider his/her firm to be a small, woman or minority owned business.
<input type="checkbox"/>	Contractor IS certified as a small, woman or minority owned business by VA Department of Minority Business Enterprise (DMBE).
<input type="checkbox"/>	DMBE Certification # _____ S W M WS MS (Circle One)
<input type="checkbox"/>	Contractor is NOT certified as a small, woman or minority owned business by VA Department of Minority Business Enterprise.

S = Small Business

W = Woman Owned

M = Minority Owned

WS = Woman Owned with Small Business Certification

MS = Minority Owned with Small Business Certification

I. PURPOSE:

The purpose of this Request for Proposals (RFP) is to solicit sealed proposals to establish a term contract(s) through competitive negotiation with qualified private providers and organizations for the international recruitment and placement of licensed or eligible registered nurses (RN) for a commitment period of no less than two years to supplement current and future staff vacancies at the facilities of the Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS), an agency of the Commonwealth of Virginia, and those Community Services Boards (CSBs) that may elect to utilize the services available under any contract(s) resulting from this solicitation. Other state and local government agencies, including CSBs, may also be added as users of this contract from time to time.

II. BACKGROUND:

The Department of Mental Health, Mental Retardation and Substance Abuse Services, under Title 37.1 of the Code of Virginia, as amended, implements the policies established by the State Mental Health, Mental Retardation and Substances Abuse Services Board (State Board) and is the responsible authority for the provision of mental health, mental retardation and substance abuse (MH/MR/SA) services to Virginians. Publicly funded outpatient mental health, mental retardation and substance abuse services are typically delivered in Virginia through a system of 40 Community Services Boards. Publicly funded in-patient MH/MR/SA services are primarily delivered through 11 hospitals and 5 MR training centers managed by the Department.

Currently, one MHMRSAS facility, Central State Hospital, hired 23 Registered Nurses under the old contract and 17 of the nurses are still employed at Central State Hospital and 1 has transferred to another DMHMRSAS facility.

III. DEFINITIONS:

- A.** Purchasing Agency – Any DMHMRSAS facility, Community Services Board or other agency that may be added as a user to this contract that elects to purchase services from the contract(s) that result from this solicitation. DMHMRSAS facilities include:
- Catawba Hospital, Catawba, Virginia
 - Central State Hospital (CSH), Petersburg, Virginia
 - Central Virginia Training Center (CVTC), Lynchburg, Virginia
 - Commonwealth Center for Children & Adolescents (CCCA), Staunton, Virginia
 - Eastern State Hospital (ESH), Williamsburg, Virginia
 - Hiram W. Davis Medical Center (HWDMC), Petersburg, Virginia
 - Northern Virginia Mental Health Institute (NVMHI), Falls Church, Virginia
 - Northern Virginia Training Center (NVTC), Fairfax, Virginia
 - Piedmont Geriatric Hospital, Burkeville, Virginia
 - Southern Virginia Mental Health Institute (SVMHI), Danville, Virginia
 - Southeastern Virginia Training Center (SEVTC), Chesapeake, Virginia
 - Southside Virginia Training Center (SVTC), Petersburg, Virginia
 - Southwestern Virginia Mental Health Institute (SWVMHI), Marion, Virginia
 - Southwestern Virginia Training Center (SWVTC), Hillsville, Virginia
 - Virginia Center for Behavioral Health (VCBH), Petersburg, Virginia

Western State Hospital (WSH), Staunton, Virginia

- B. Contracting or Issuing Agency – The Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS), Office of Administrative Services.
- C. Contractor (s) – The provider(s) selected for award of a contract as the result of this Request for Proposals.
- D. Placement Package – The information (see Section IV., subsection A., Item 1 of this solicitation) that shall be submitted to Purchasing Agencies upon request to the Contractor for nurses' recruitment and placement services.

IV. SCOPE OF WORK:

The Contractor(s) shall be responsible for providing all resources for the international recruitment and placement of licensed (eligible) registered nurses, with psychiatric training preferred, upon request from the Purchasing Agencies, under the conditions itemized below:

A. General Requirements:

- 1. Nursing Experience – It is preferred that all RNs have nursing experience, psychiatric nursing preferred, consideration may be given to those without previous psychiatric experience on a case-by-case basis. The Purchasing Agency must approve RNs prior to commencement of work.
- 2. Employment – Approved RNs will be employed by the Purchasing Agency in accordance with the Commonwealth of Virginia Human Resource Management Policies and Procedures as permanent classified employees for no less than a two-year period. RNs will be required to work on-call hours, overtime, and all shifts, including weekends and state designated holidays. If the RN does not fulfill their two-year commit, the RN shall pay DMHMRSAS the total placement fee paid and travel/transportation expenses reimbursed by DMHMRSAS for the RN's travel to the DMHMRSAS facility. DMHMRSAS reserves the right to negotiate the reimbursement of these fees and expenses by the RN on a "case by case" basis.
- 3. Screening – The Contractor(s) shall provide a screening and testing mechanism for potential placement at the Purchasing Agency to include all licensing or visa applications required for working in the United States of America. In addition, the Contractor will ensure that each candidate shall have either passed the TOEFL (the Test of English as a Foreign Language) or IELTS (International English Language Testing System) English proficiency exam and either passed the CGFNS (Commission on Graduates of Foreign Nursing Schools) exam or NCLEX (National Council Licensure

Examination for Registered Nurses) or be currently working towards completion and passing of the CGFNS exam or NCLEX within 60 days of placement with the Purchasing Agency. The Purchasing Agency may request one or more of the following, in addition to the Contractor's screening tools or methods: FBI criminal history background investigation, finger printing, drug test, credit history report, TB test, and/or physical examination. The Purchasing Agency shall also offer Hepatitis B vaccinations to all personnel assigned to the Purchasing Agency's facility. The purchasing agency will have the opportunity to accept or reject any potential RN. The purchasing agency may request a personal interview with potential RNs via the telephone, teleconference, or in person.

4. Performance – In the event the Purchasing Agency identifies an RN that displays performance failures or undesirable behaviors, the Purchasing Agency will take necessary actions to correct such occurrences, prevent continuance, and/or request replacement within the first six months of employment. Upon request of replacement, Contractor shall provide the replacement at no additional cost to the Purchasing Agency.
 5. Changes in Requirements – The Purchasing Agency may request that an RN not be replaced due to voluntary resignation or non-voluntary termination. In the event that this happens within the first six months of employment, the purchasing agency shall receive a full refund of the replacement fee from the contractor
 6. Contractor's Representative – The Contractor(s) shall designate a Contract Representative to serve as a central contact to the Agency's Contract Administrator to coordinate recruitment and placement activities, exchange information, and answer questions regarding any subject relative to the contract, including billing inquiries.
 7. Employment – Staff placed by the Contractor(s) shall be under the direction of the Purchasing Agency's management staff and shall commit to no less than a two-year employment period and shall be considered employees of the Commonwealth of Virginia. The Purchasing Agency shall be responsible for payment of wages to the employees including benefits.
 8. Licensure - Nurses must possess a Virginia license or a letter of temporary licensure from the Virginia Board of Nursing that will allow them to practice in Virginia. Services rendered must be consistent with The Joint Commission and any other relevant policies, guidelines and standards as determined by the Purchasing Agency.
- B. Specific Requirements-: The primary requirement for registered nurses at Central State Hospital is in the psychiatric units of the hospital. Nurses assigned must comply with the standards of patient care as developed by the Director of Nursing from the Standards of Nursing Practice.
- C. Specific Requirement for Other Facilities: Although other facilities may have some limited needs, the primary requirements will be for general psychiatric nursing (RN)

duties. There may be limited need for primary care registered nurses and/or pediatric psychiatric registered nurses.

D. Recruitment Plan:

1. Recruitment Area: The Purchasing Agency requires that the Contractor's recruitment efforts be restricted geographically outside of the USA. The Offeror should include in its proposal an element in its recruitment plan to avoid geographic competition with the Purchasing Agency.
2. Recruitment Efforts: The Contractor(s) shall provide a detailed recruitment plan including its strategy for fulfilling qualified international RNs. During performance of the contract, if the Contractor(s) is unable to recruit acceptable RNs or other healthcare professionals, but has complied with all material components of the accepted recruitment plan, the Contractor(s) shall provide verifiable documentation (i.e., advertisements, etc.) of actions taken to satisfy the specific requirements of the resulting contract. Failure to provide adequate documentation may result in termination of the contract in part or in whole. Continued failure to meet recruitment expectations may also result in termination of the contract in part or in whole.
3. Expenses: The Contractor(s) shall be responsible for any and all incentives, licensure fees, immigration fees, perks, relocation expenses, or any other benefits offered to individuals recruited by the Contractor(s). The Contractor(s) shall arrange all orientation, transportation and overnight lodging for the selected RNs. The Purchasing Agency will be responsible for the reimbursement of travel/transportation expenses to the contractor.
4. Local Housing: The nurse shall be responsible in securing local housing and all costs associated with local housing.

E. Training:

1. General Orientation and Training: The Purchasing Agency may provide a general orientation that provides staff with information as to how nursing/medical practices are implemented at the Purchasing Agency. Most facilities require all nurses, whether permanent or temporary, to participate in the same orientation. This orientation may include: Human Rights, Infection Control, Fire Safety, CPR Certification, and Control of Aggressive Behavior. Should the Purchasing Agency determine that additional training and orientation is needed, the nurse shall be required to complete such training and certification of competency. .
2. Competency Testing: Each RN shall be subject to initial clinical competency testing and annual clinical competency testing. Training requirements may vary somewhat with each facility or Purchasing Agency.

F. Standards of Performance: Contractor's RNs shall provide a standard and quality of care designed to meet the following standards or accrediting programs and performs services according to their program design:

- The Joint Commission
- Civil Rights of Institutionalized Persons Act (CRIPA)
- Commonwealth of Virginia, DMHMRSAS Licensing Standards
- Commonwealth of Virginia, Board of Nursing, Licensing Standards
- Code of Virginia, Section 37.1-84.1, Rights of Patients and Residents
- Professional/Medical Staff Bylaws
- Rules, Regulations and Instructions of the Purchasing Agency
- The Practice of Nursing Statement
- The highest professional and ethical standard

Any deficiency in the performance of services resulting in notice from any regulatory or accrediting organization may constitute a breach of this agreement and shall be rectified immediately or may be grounds for contract termination for default. The Contractor must be able to provide evidence of clinical competency as required by the above-mentioned organizations and the Purchasing Agency.

G. Quality Improvement – Quality Assurance – Risk Management (QA/QI/RM):

1. Cooperation: The Contractor shall follow instructions of the Purchasing Agency and cooperate in any and all investigations, surveys, inspections of or by the Purchasing Agency and/or any oversight, certifying, licensure or similar agency or authority. This condition shall apply, and not be limited to, allegations of patient abuse; allegations of fraud, misuse or abuse of state resources.
2. Implementation: The Contractor shall implement all QA/QI/RM plans established by the Purchasing Agency.

H. Desired Outcome of Contractor Work: The expected outcome of the services provided under a contract resulting from this RFP shall be the delivery of high quality patient care with a treatment focus by qualified, experienced staff who will provide services placed with the current Purchasing Agency's staff and programs within a team environment to meet the overall Agency's mission as well as any requirements specified by the United States Department of Justice.

- I. Placement Package: When the Contractor receives a request for the assignment of a registered nurse to one of the specified Purchasing Agencies, the Contractor shall provide a "Placement Package" to the Purchasing Agency for review. A separate placement package shall be submitted for each registered nurse offered. The placement package shall consist of, at a minimum, the following specific information:

- Name of registered nurse.
- Application/Resume
- Educational Transcripts
- Training (copy of certificates):
 - Location.
 - Type.
- Current Virginia license or letter authorizing the nurse to practice in Virginia.
- Social Security number or application thereof.
- Certification and/or eligibility to work in the USA.
- Skills Check List.
- Copies of all Professional Licenses & Certifications.
- References

VII. GENERAL TERMS AND CONDITIONS

- A. **VENDOR'S MANUAL:** This solicitation is subject to the provisions of the Commonwealth of Virginia *Vendor's Manual* and any revisions thereto, which are hereby incorporated into this contract in their entirety, except for chapter 9, titled Appeals. A copy of the manual is normally available for review at the purchasing office and is accessible on the Internet at www.dgs.state.va.us/dps under "Manuals". The appeals procedures set forth in the DMHMRSAS Departmental Instruction 810 (ADM) 07 are applicable to these contractual services. A copy of these Instructions is available for reviews in the offices of the DMHMRSAS office of the Purchasing Agent are applicable to these contractual services.
- B. **APPLICABLE LAWS AND COURTS:** This solicitation and any resulting contract shall be governed in all respects by the laws of the Commonwealth of Virginia and any litigation with respect thereto shall be brought in the courts of the Commonwealth. The agency and the contractor are encouraged to resolve any issues in controversy arising from the award of the contract or any contractual dispute using Alternative Dispute Resolution (ADR) procedures (*Code of Virginia*, § 2.2-4366). ADR procedures are described in Chapter 9 of the *Vendors Manual*. The contractor shall comply with all applicable federal, state and local laws, rules and regulations

- C. **ANTI-DISCRIMINATION:** By submitting their proposals, Offerors certify to the Commonwealth that they will conform to the provisions of the Federal Civil Rights Act of 1964, as amended, as well as the Virginia Fair Employment Act of 1975, as amended, where applicable, The Virginians With Disabilities Act, the Americans With Disabilities Act and Section 2.2-4311 of the Virginia Public Procurement Act (VPPA). If the award is made to a faith-based organization, the organization shall not discriminate against any recipient of goods, services, or disbursements made pursuant to the contract on the basis of the recipient's religion, religious belief, refusal to participate in a religious practice, or on the basis of race, age, color, gender or national origin and shall be subject to the same rules as other organizations that contract with public bodies to account for the use of the funds provided; however, if the faith-based organization segregates public funds into separate accounts, only the accounts and programs funded with public funds shall be subject to audit by the public body (*Code of Virginia*, Section 2.2-4343.1E).

In every contract over \$10,000 the provisions in 1. and 2. below apply:

1. During the performance of this contract, the Contractor agrees as follows:
 - a. The Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or any other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of the Contractor. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.
 - b. The Contractor, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, will state that such Contractor is an equal opportunity employer.
 - c. Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed sufficient for the purpose of meeting the requirements of this Section.
2. The Contractor will include the provisions of 1. above in every subcontract or purchase order over \$10,000, so that the provisions will be binding upon each subcontractor or vendor.

- D. **ETHICS IN PUBLIC CONTRACTING:** By submitting their proposals, Offerors certify that their proposals are made without collusion or fraud and that they have not offered or received any kickbacks or inducements from any other Offeror, supplier, manufacturer or subcontractor in connection with their proposal, and that they have not conferred on any public employee having official responsibility for this procurement transaction any payment, loan, subscription, advance, deposit of money, services or anything of more than nominal value, present or promised unless consideration of substantially equal or greater value was exchanged.

- E. **IMMIGRATION REFORM AND CONTROL ACT OF 1986:** By submitting their proposals, the Offerors certify that they do not and will not during the performance of this contract employ illegal alien workers or otherwise violate the provisions of the federal Immigration Reform and Control Act of 1986.
- F. **DEBARMENT STATUS:** By submitting their proposals, Offerors certify that they are not currently debarred from submitting bids or proposals on contracts for the type of goods and/or services covered by this solicitation, nor are they an agency of any person or entity that is currently so debarred.
- G. **ANTITRUST:** By entering into a contract, the Contractor conveys, sells, assigns, and transfers to the Commonwealth of Virginia all rights, title and interest in and to all causes of the action it may now have or hereafter acquire under the antitrust laws of the United States and the Commonwealth of Virginia, relating to the particular goods or services purchased or acquired by the Commonwealth of Virginia under said contract.
- H. **CLARIFICATION OF TERMS:** If any prospective Offeror has questions about the specifications or other solicitation documents, the prospective Offeror should contact the buyer whose name appears on the face of the solicitation no later than five working days before the due date. Any revisions to the solicitation will be made only by addendum issued by the buyer.
- I. **PAYMENT:**
1. To Prime Contractor:
- a. Invoices for items ordered, delivered and accepted shall be submitted by the contractor directly to the payment address shown on the purchase order/contract. All invoices shall show the state contract number and/or purchase order number; social security number (for individual contractors) or the federal employer identification number (for proprietorships, partnerships, and corporations).
 - b. Any payment terms requiring payment in less than 30 days will be regarded as requiring payment 30 days after invoice or delivery, whichever occurs last. This shall not affect offers of discounts for payment in less than 30 days, however.
 - c. All goods or services provided under this contract or purchase order, that are to be paid for with public funds, shall be billed by the contractor at the contract price, regardless of which public agency is being billed.
 - d. The following shall be deemed to be the date of payment: the date of postmark in all cases where payment is made by mail, or the date of offset when offset proceedings have been instituted as authorized under the Virginia Debt Collection Act.

- e. **Unreasonable Charges.** Under certain emergency procurements and for most time and material purchases, final job costs cannot be accurately determined at the time orders are placed. In such cases, contractors should be put on notice that final payment in full is contingent on a determination of reasonableness with respect to all invoiced charges. Charges which appear to be unreasonable will be researched and challenged, and that portion of the invoice held in abeyance until a settlement can be reached. Upon determining that invoiced charges are not reasonable, the Commonwealth shall promptly notify the contractor, in writing, as to those charges which it considers unreasonable and the basis for the determination. A contractor may not institute legal action unless a settlement cannot be reached within thirty (30) days of notification. The provisions of this section do not relieve an agency of its prompt payment obligations with respect to those charges which are not in dispute (*Code of Virginia*, § 2.2-4363).

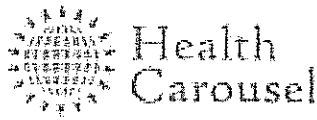
2. To Subcontractors:

- a. A contractor awarded a contract under this solicitation is hereby obligated:
 - (1) To pay the subcontractor(s) within seven (7) days of the contractor's receipt of payment from the Commonwealth for the proportionate share of the payment received for work performed by the subcontractor(s) under the contract; or
 - (2) To notify the agency and the subcontractor(s), in writing, of the contractor's intention to withhold payment and the reason.
- b. The contractor is obligated to pay the subcontractor(s) interest at the rate of one percent per month (unless otherwise provided under the terms of the contract) on all amounts owed by the contractor that remain unpaid seven (7) days following receipt of payment from the Commonwealth, except for amounts withheld as stated in (2) above. The date of mailing of any payment by U. S. Mail is deemed to be payment to the addressee. These provisions apply to each sub-tier contractor performing under the primary contract. A contractor's obligation to pay an interest charge to a subcontractor may not be construed to be an obligation of the Commonwealth.

3. Each prime contractor who wins an award in which provision of a SWAM procurement plan is a condition to the award, shall deliver to the contracting agency or institution, on or before request for final payment, evidence and certification of compliance (subject only to insubstantial shortfalls and to shortfalls arising from subcontractor default) with the SWAM procurement plan. Final payment under the contract in question may be withheld until such certification is delivered and, if necessary, confirmed by the agency or institution, or other appropriate penalties may be assessed in lieu of withholding such payment.

VIII. SPECIAL TERMS AND CONDITIONS:

- A. AUDIT:** The contractor shall retain all books, records, and other documents relative to this contract for five (5) years after final payment, or until audited by the Commonwealth of Virginia, whichever is sooner. The agency, its authorized agents, and/or state auditors shall have full access to and the right to examine any of said materials during said period.
- B. CANCELLATION OF CONTRACT:** The purchasing agency reserves the right to cancel and terminate any resulting contract, in part or in whole, without penalty, upon 60 days written notice to the contractor. In the event the initial contract period is for more than 12 months, the resulting contract may be terminated by either party, without penalty, after the initial 12 months of the contract period upon 60 days written notice to the other party. Any contract cancellation notice shall not relieve the contractor of the obligation to deliver and/or perform on all outstanding orders issued prior to the effective date of cancellation.
- C. PRIME CONTRACTOR RESPONSIBILITIES:** The contractor shall be responsible for completely supervising and directing the work under this contract and all subcontractors that he may utilize, using his best skill and attention. Subcontractors who perform work under this contract shall be responsible to the prime contractor. The contractor agrees that he is as fully responsible for the acts and omissions of his subcontractors and of persons employed by them as he is for the acts and omissions of his own employees.
- D. SUBCONTRACTS:** No portion of the work shall be subcontracted without prior written consent of the purchasing agency. In the event that the contractor desires to subcontract some part of the work specified herein, the contractor shall furnish the purchasing agency the names, qualifications and experience of their proposed subcontractors. The contractor shall, however, remain fully liable and responsible for the work to be done by its subcontractor(s) and shall assure compliance with all requirements of the contract.
- E. RENEWAL OF CONTRACT:** This contract may be renewed by the Commonwealth two (2) successive two-year periods under the terms and conditions of the original contract except as stated in 1. and 2. below. Price increases may be negotiated only at the time of renewal. Written notice of the Commonwealth's intention to renew shall be given approximately 90 days prior to the expiration date of each contract period.
1. If the Commonwealth elects to exercise the option to renew the contract for an additional two-year period, the contract price(s) for the additional two-year period shall not exceed the contract price(s) of the original contract increased/decreased by more than the percentage increase/decrease of the medical care service category of the CPI-W section of the Consumer Price Index of the United States Bureau of Labor Statistics for the latest twelve months for which statistics are available.



RFP# 720C-04208-09R

Commonwealth of Virginia

REQUEST FOR PROPOSAL

Issue Date: February 23, 2009

Issue Title: International Recruitment & Placement, Registered Nurses

Issuing Agency: Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS), P.O. Box 1797, Richmond, Virginia 23218-1797

Using Agency and Location Where Work Will Be Performed: DMHMRSAS facilities located through the Commonwealth of Virginia.

Period of the Contract: June 1, 2009 through May 31, 2010.

Renewals: Contract may be renewed for three (3) additional two (2) year periods upon mutual agreement between all parties.

Proposals will be received for furnishing services described herein until: **Thursday, March 26, 2009 at 3:00 p.m. EST.**

Submit Comments Questions	Interested parties may submit written comments or questions on any aspect of this RFP <u>on or before 5:00 p.m. Wednesday, March 11, 2009.</u> Please submit your comments and questions to David T. Ray. By email: david.ray@co.dmhmrzas.virginia.gov No other questions will be responded to if received after the <u>5:00 p.m. Wednesday, March 11, 2009</u> deadline.
Copies of RFP and Answers to submitted Questions	May be obtained at www.dmhmrzas.virginia.gov on left side of screen under DMHMRSAS click on Procurement, then under More Information click on link to Solicitations for the Office of Administrative Services and look for solicitation number assigned: <u>RFP# 720C-04208-09R.</u>
Preproposal Conference	There will be a phone conference proposal conference on Thursday, March 19, 2009 from Noon to 2:00 p.m. EST. To participate in the phone conference dial in 1-866-842-5779, then enter the conference code: 8047865207. You will be placed in the conference.

All offerors must register in eVA; failure to register may result in the proposal being rejected. No award shall be made to an Offeror not registered in eVA. (See Section VII, Item S, "Business-To-Government Offeror Registration")

Proposal Delivery Information:

All Proposals shall be addressed: DMHMRSAS, Office of Administrative Services. If mailed, send to P.O. Box 1797, Richmond, VA 23218-1797; if hand delivered Jefferson Building, 8th Floor - Room 811, 1220 Bank Street, Richmond, Virginia, 23219. Envelopes should be marked with RFP number and opening date and time. It is the Offeror's responsibility to assure that proposals are received and logged in by Procurement Operations staff at the location indicated by the date and time above, regardless of the method of delivery. LATE proposals will NOT be accepted under any circumstances. This page and the following signature page must accompany your proposal, with all information supplied and signatures applied as required.



IN COMPLIANCE WITH THE ABOVE REFERENCED REQUEST FOR PROPOSALS AND TO ALL THE CONDITIONS IMPOSED HEREIN, IN FACT OR BY REFERENCE, THE UNDERSIGNED OFFERS AND AGREES TO FURNISH THE SERVICES IN ACCORDANCE WITH THE ATTACHED SIGNED PROPOSAL OR AS MUTUALLY AGREED UPON BY SUBSEQUENT NEGOTIATION.

Offeror Name and Address:
Health Carousel, LLC

4500 Cooper Road, Suite 1010

Cincinnati, OH 45242

Telephone: 513-665-4544

FEI/FIN Number: 201601546

Date: 3/25/2009

By:

J. William DeVille
(Official Signature in Ink)

Printed Name: J. William DeVille

Chief Executive Officer

Title:

(Please check all that apply)

X	Contractor DOES consider his/her firm to be a small, woman or minority owned business.
	Contractor does NOT consider his/her firm to be a small, woman or minority owned business.
	Contractor IS certified as a small, woman or minority owned business by VA Department of Minority Business Enterprise (DMBE).
	DMBE Certification # _____ (S) W M WS MS (Circle One)
X	Contractor is NOT certified as a small, woman or minority owned business by VA Department of Minority Business Enterprise.

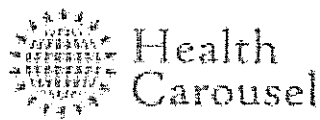
S = Small Business

W = Woman Owned

M = Minority Owned

WS = Woman Owned with Small Business Certification

MS = Minority Owned with Small Business Certification



Company Background (Section V. B. 3.a)

"A written narrative statement to include experience of your company and its staff..."

Health Carousel, LLC is a workforce solutions organization serving the healthcare industry. Through our network of U.S. and international education and staffing service organizations, we help our healthcare provider partners meet their workforce requirements, develop the next generation of healthcare leaders and educators, and provide quality healthcare for their patients. Health Carousel is comprised of several network operating divisions:

- Tailored Healthcare Staffing (www.tailoredhealthcarestaffing.com)
- Theropolis Staffing Services (www.theropolis.com)
- Global Scholarship Alliance (www.globalscholarship.net)
- Seasons Healthcare Staffing (www.seasonshealthcarestaffing.com)

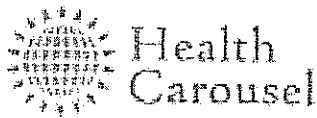
Health Carousel has been providing world class workforce solutions since 2000 including domestic and international nurse and allied health professional staffing and placement services. Health Carousel is headquartered in Cincinnati, Ohio and leverages Health Carousel's network of owned and affiliate recruiting offices and representatives in the Philippines, Nigeria, Ireland, Canada, and the United Kingdom. Health Carousel is operated by industry veterans with more than 150 years of combined experience in domestic and international recruitment, staffing, and placement. Health Carousel maintains full-time licensing and immigration processing staff and partners with industry leader Hammond Law Group on all immigration legal matters. (KEY EVALUATION CRITERIA!)

Since 2000, Health Carousel has:

- Placed more than 200 international nurses and allied health professionals at 20 leading U.S. hospitals across the United States with a multi-year retention rate of 93 percent. (KEY EVALUATION CRITERIA!)
- Maintain an office in Manila Philippines, Cincinnati, Ohio, and affiliate representatives in countries around the world that provide recruitment, screening, NCLEX preparation, licensing and immigration support services for international nurses.
- Established a database of over 20,000 international healthcare professionals from around the world.
- Developed a pipeline of more than 120 additional international nurses with NCLEX, English proficiency, VisaScreen certificates that are in immigration and licensing stage. (KEY EVALUATION CRITERIA!)
- Obtained official licensure with the **Philippines Overseas Employment Association (POEA)**. We understand that fewer than 10% of all recruiting firms sourcing from the Philippines have secured this government approval. (License# POEA-099-LB-091206-PL)
- Placed more than 200 U.S. nurses and allied health professionals with over 100 US healthcare facilities on travel and local contract employment assignments.
- Awarded more than \$10,000,000 in nursing scholarships to educate the next generation of nurse leaders and educators and to combat the global nursing shortage.

Ethics in Recruiting: Health Carousel and its divisions and subsidiaries are leaders in the ethical recruitment of nurses and allied health professionals. Health Carousel is a member of the American Association of International Healthcare Recruiters and subscribes to the codes of ethics as stated in:

- The International Council of Nurses (ICN) Position Statement;
- American Organization of Nurse Executives (AONE) Policy Statement on Foreign Nurse Recruitment;
- American Federation of Teachers (AFT) Position Statement on Recruitment and Rights of Foreign Nurses; and
- AcademyHealth, and the John D. and Catherine T. MacArthur Foundation's Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses.



Description of Health Carousel's International RN Recruitment Program (Section V. B. 4.)

"Description of your company's international registered nurse recruitment program, including countries of origin from which you recruit, and your success in retaining nurses with experience in health organizations, including mental health. Indicate the number of international registered nurses in your company's current pool of available nurses. Also indicate the information your company will obtain on each RN and how this information will be utilized to review and screen each RN for suitable placement under the resulting contract."

Health Carousel proposes to implement its Global Direct™ International RN Recruitment and Placement Service with participating facilities of the Commonwealth of Virginia, Department of Mental Health, Mental Retardation, and Substance Abuse Services (DMHMRSAS). The program will provide qualifying registered nurses from the Philippines, Nigeria, Ireland, Canada, and the UK for direct placement.

Nursing Education and Experience — Health Carousel will source and screen candidates to client specifications for nursing specialty and experience. Further details are provided in subsequent sections of this proposal.

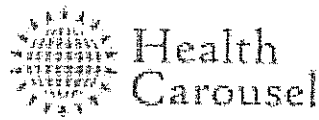
Direct Employment Program — Following the receipt of a formal employment offers and contracts from the Virginia DMHMRSAS, Health Carousel will move forward with sponsorship of the candidate's US green card filing. (KEY EVALUATION CRITERIA!) The selected nurses will relocate to Virginia and will become full time employees of a DMHMRSAS facility as soon as legally permitted by US immigration services. The nurses will be under the direction and control of the healthcare facility, and will receive wages and benefits directly from the healthcare facility. The nurses will be expected to work required shifts and hours as scheduled by the client facility. Selected nurses will execute employment agreements in a format acceptable to the healthcare facility which will require a two year employment commitment. Any nurses that ultimately do not fulfill their employment obligations will be required to pay DMHMRSAS the total placement fee paid as well as any other expenses paid by the healthcare facility.

Sourcing — Many of our international nurses that are currently available for interview have already passed their NCLEX and English exams, and have completed the majority of their immigration filing, and have received Green Card "priority dates". Nurses with established priority dates will be among the first nurses to arrive in the U.S. (See **Chart 1: Health Carousel's NCLEX-Passed Nurses** on the following page for details.) This alone will allow Health Carousel to delivery nurses months or potentially even years sooner than competitors. (KEY EVALUATION CRITERIA!)

Health Carousel will also market this opportunity to our large database (20,000+) of experienced, international nurses to find additional interested candidates. It is important to note that this database has been organically acquired and each of the individuals within it has opted in or applied to take part in a Health carousel opportunity. A closer examination of this database reveals the following highlights:

- 1,437 nurses in Canada who are Canadian citizens or who have a TN visa.
64 of these specialize in psychiatric nursing (KEY EVALUATION CRITERIA!)
- 520 UK nurses meeting the educational qualifications to sit for the NCLEX exam
20 of these specialize in psychiatric nursing (primarily from African nations)
- 353 nurses in Ireland
26 of these nurses specialize in psychiatric nursing

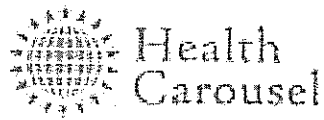
(KEY EVALUATION CRITERIA!) Further, Health Carousel can provide customized recruitment initiatives (print advertising, job boards, resume databases, job fairs, information sessions, etc.) to identify candidates with specific expertise, such as psychiatric nursing. Based on the above information, it is clear that a Health Carousel provides a diverse mix of international nurses that can arrive in the U.S. several months, or in some cases, even years sooner than those available through our competition.



Description of Health Carousel's International RN Recruitment Program (Section V. B. 4.) Continued

Chart I: Health Carousel's NCLEX-Passed Nurses

CANDIDATE ID	SPECIALTIES	YEARS OF INTNL RN EXPERIENCE	NCLEX STAGE	TOEFL EXAM	VISA SCREEN	HEALTH CAROUSEL STAGE	VISA PRIORITY DATE (RETROGRESSION)	RESIDES IN
7061	GI, MS	7	Passed	Y	Y	Has US License	n/a	Canada
7041	ICU, MS	7	Passed	Y	Y	Has US License	n/a	Canada
6121	INF, PSYCH	10	Passed	Y	Y	Has US License	n/a	Canada
6120	MS, FLOAT	3	Passed	Y	Y	Has US License	n/a	Canada
7092	MS, MS	6	Passed	Y	Y	Has US License	n/a	Canada
6061	MS, ORTHO	6	Passed	Y	Y	Has US License	n/a	Canada
7060	MS, PSYCH	8	Passed	Y	Y	Has US License	n/a	Canada
7041	MS, SURG	20	Passed	Y	Y	Has US License	n/a	Canada
6071	MS	21	Passed	Y	Y	Has US License	n/a	Canada
7030	PSYCH, C MGR	8	Passed	Y	Y	Has US License	n/a	Canada
6061	PSYCH, GER	9	Passed	Y	Y	Has US License	n/a	Canada
7032	PSYCH, GER	20	Passed	Y	Y	Has US License	n/a	Canada
7062	PSYCH, PSYCH	8	Passed	Y	Y	Has US License	n/a	Canada
7022	PSYCH, REHAB	10	Passed	Y	Y	Has US License	n/a	Canada
2593	MS	2	Passed	Y	Y	In Immigration	8/1/2006	Phil.
977	MS	2	Passed	Y	Y	In Immigration	8/11/2006	Phil.
2157	MS	1	Passed	Y	Y	In Immigration	8/11/2006	Phil.
2161	MS	2	Passed	Y	Y	In Immigration	8/11/2006	Phil.
1129	MS	2	Passed	Y	Y	In Immigration	8/11/2006	Phil.
1249	MS	3	Passed	Y	Y	In Immigration	8/11/2006	Phil.
2558	MS	2	Passed	Y	Y	In Immigration	8/11/2006	Phil.
899	MS, OR	4	Passed	Y	Y	In Immigration	11/16/2006	Phil.
1098	MS	3	Passed	Y	Y	In Immigration	11/17/2006	Phil.
2105	ICU, MS	4	Passed	Y	Y	In Immigration	11/17/2006	Phil.
2208	EDU, NEURO	15	Passed	Y	Y	In Immigration	11/17/2006	Phil.
2250	EDU, ICU, MS	2	Passed	Y	Y	In Immigration	11/17/2006	Phil.
3478	MS	1	Passed	Y	Y	In Immigration	11/17/2006	Phil.
2355	MS, ER	3	Passed	Y	Y	In Immigration	11/17/2006	Phil.
881	MS	2	Passed	Y	Y	In Immigration	11/29/2006	Phil.
2403	MS	3	Passed	Y	Y	In Immigration	1/4/2007	Phil.
1048	MS, LD	7	Passed	Y	Y	In Immigration	1/25/2007	Phil.
2071	MS	3	Passed	Y	Y	In Immigration	1/25/2007	Phil.
2235	MS	2	Passed	Y	Y	In Immigration	1/25/2007	Phil.
683	MS	4	Passed	Y	Y	In Immigration	1/25/2007	Phil.
2033	MS, ICU	3	Passed	Y	Y	In Immigration	4/27/2007	Phil.
2351	MS	4	Passed	Y	Y	In Immigration	5/2/2007	Phil.
3109	MS, NEURO	13	Passed	Y	Y	In Immigration	5/2/2007	UK
2812	MS	2	Passed	Y	Y	In Immigration	5/4/2007	Phil.
2880	ICU, PEDS	9	Passed	Y	Y	In Immigration	5/24/2007	UK
3356	CICU, ICU	10	Passed	Y	Y	In Immigration	6/1/2007	Phil.
2203	MS	2	Passed	Y	Y	In Immigration	6/25/2007	Phil.
3420	MS, ONCOL	6	Passed	Y	Y	In Immigration	9/14/2007	Phil.
3269	ICU, MS	3	Passed	Y	Y	In Immigration	10/19/2007	UK
2396	MS	2	Passed	Y	Y	In Immigration	11/15/2007	Phil.
2185	CARD, PACU	1	Passed	Y	Y	In Immigration	12/5/2007	Phil.
1254	MS, OB	2	Passed	Y	Y	In Immigration	1/31/2008	Phil.
798	MS	3	Passed	Y	Y	In Immigration	1/31/2008	Phil.
3310	MS, PACU	5	Passed	Y	Y	In Immigration	3/2/2008	Phil.
4190	NICU, MS	3	Passed	Y	Y	In Immigration	3/2/2008	Phil.
1070	MS, ORTHO	2	Passed	Y	Y	In Immigration	8/11/2008	Phil.
3682	MS ORTHO	3	Passed	Y	Y	In Immigration	9/24/2008	Phil.
3988	MS, EDU	2	Passed	Y	Y	In Immigration	7/25/2009	Phil.
4218	ER, OB	1	Passed	Y	Y	In Immigration	7/25/2009	Phil.
4675	MS, ICU	1	Passed	Y	Y	In Immigration	7/25/2009	Phil.
4587	MS, PDN	2	Passed	Y	Y	In Immigration	7/25/2009	Phil.
1224	MS	2	Passed			In Immigration		Phil.
3151	NICU, NRSRY	1	Passed			In Immigration		Phil.
2531	MS	2	Passed			In Immigration		Phil.
2899	LD, MS	4	Passed			In Immigration		UK



Description of Health Carousel's Screening, Testing, Selection, and Training (Section V. B. 5.)

"Describe any screening, training and/or testing program that your company offers for ensuring that RNs meet the standards and requirements of this RFP and eligibility to work in USA."

Health Carousel will provide a screening process that is compliant with Joint Commission (JCAHO) standards. We then match those candidates against experience, education, specialty, certification, work schedule, and other relevant specifications we receive from our client healthcare facilities. (KEY EVALUATION CRITERIA!)

SCREENING and TESTING: Health Carousel will review / verify the following:

- Resume, and Employment Application with Education and Work History
- Skills Checklist(s) applicable to their specialty (through NurseTesting.com)
- Active and unencumbered registered nurse license in country of residence
- Minimum of one year of recent acute care hospital based nursing experience
- Professional References
- Passage of the U.S. nursing license exam (NCLEX-RN)
- Passage of an English proficiency exam (TOEFL or IELTS)
- Receipt of Visa Screen Certificate (CGFNS)
- Drug Screen - Prior to the date an RN is scheduled to begin commence their employment, Health Carousel shall provide results indicating that, within thirty days of the date RN is scheduled to begin work, s/he has had a negative result to a ten (10) panel drug screen.
- Criminal Background Investigation - Health Carousel shall also provide proof of a criminal background investigation covering the past seven years to include as a minimum a National Crime Information Center ("NCIC") outstanding search warrants search, statewide criminal search, fingerprinting as appropriate, civil public filings, Social Security trace, OIG/GSA including excluded parties list, Medicare fraud and abuse, Sex Offender Registry, and Motor Vehicle Records search. The client facility may also request additional background check tools or methods.
- Health Screening - Health Carousel shall, prior to the date an RN is scheduled to begin work, provide the following health screening information and shall provide a written documentation that the health requirements have been completed by the nurse:
 - Health History and Physical Examination Report
 - PPD results (or if PPD is positive, chest x-ray results, document, or history)
 - MMR vaccine or titre
 - Varicella titre or vaccine
 - Hepatitis B vaccines, or titre, or statement of refusal
- Valid US visa and work authorization
- Valid US nursing license in the Commonwealth of Virginia
- See **ATTACHMENT C** beginning on page 24 for examples of some of the Screening and Testing instruments used by Health Carousel

SELECTION: Health Carousel selects candidates based upon client criteria and a variety of factors that are predictive to success in transitioning successfully to living and working in the US. Health Carousel will facilitate and arrange telephone interviews of the nurses for selection by the healthcare facility.

Licensure — To practice as a Registered Nurse in the US, foreign-trained RNs must pass the US state licensure exam (NCLEX-RN). Unless stipulated otherwise prior to interview, all of the nurses presented for interview have passed their NCLEX exam. To secure licensure in the shortest possible time, Health Carousel may secure an initial licensure for all nurses in one state and then secure an endorsement of that license to the Commonwealth of Virginia.



Description of Health Carousel's Screening, Testing, Selection, and Training (Section V. B. 5.) Continued

"Describe any screening, training and/or testing program that your company offers for ensuring that RNs meet the standards and requirements of this RFP and eligibility to work in USA."

Training, Arrival Preparation, and Support

Preparation — Health Carousel supports the selected nurses in preparation for the US licensing and English proficiency examinations through mentorship, provision of training materials, and financial support or reimbursement for review coursework and practice examinations. Registered Nurses must complete a VisaScreen by CGFNS, which includes a review of the candidate's education and credentials, an English proficiency examination, and either successful passage of the CGFNS exam or the NCLEX exam. Health Carousel guides the selected nurses in preparation and organization of paperwork necessary to secure an immigrant visa.

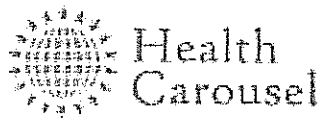
Immigration — The selected nurses will come to the US on permanent immigrant visas (aka Green Cards), which will be sponsored by Health Carousel. (**KEY EVALUATION CRITERIA!**) These visas facilitate indefinite employment once the nurses arrive. Health Carousel will manage the immigration process and work with a national leader in healthcare immigration law, the Hammond Law Group (<http://www.hammondlawfirm.com/>), to ensure a minimum of delays.

Visas — Immigration is a fluid and dynamic process for foreign-educated nurses. As of November 20, 2006, the ability of registered nurses to freely immigrate to the US has been delayed pending Congressional action or the adjustment the US immigration services of "priority dates" for nurses with outstanding green card applications. Immigration timelines can vary significantly depending upon source countries. Informed healthcare institutions are using current delays in the processing of immigrant visas to develop pipelines of nurses for future delivery, selecting the best quality nurses now, while the competition for these nurses is relatively low. Therefore, we are counseling clients to capitalize on this window of opportunity by establishing a committed pipeline of foreign-educated RNs.

Health Carousel is currently able to offer 32 BSN prepared, NCLEX passed nurses from the Philippines that have approved green card applications in process that have priority dates ranging from 2006 to 2008. These nurses are currently uncommitted to any particular employer and could be among the earliest to arrive once priority dates become current.

Pre-Departure Training and Support — Nurses residing and working in the UK, Ireland, or Canada will have already adapted to living and working in a first world country, and practicing a form of western medicine. Nurses residing in the Philippines require additional training. Health Carousel provides all selected nurses in the Philippines with a pre-departure acculturation program to assist the nurses to adapt to living and working as a nurse in the US. Client facilities may also participate in pre-departure training initiatives by assigning specific reading materials (e.g., Nurse Practice Act) or appropriate online coursework.

To assist the nurses adjust to transportation issues upon arrival in America, Health Carousel will also advise selected nurses to secure international drivers licenses prior to departure which will allow driving privileges for an initial period after arrival in America. Health Carousel has partnered with International Auto Source to offer all nurses the opportunity to purchase or lease a car in America for their use in America. This is a special program that enables international healthcare professionals the opportunity to secure a car even without having established a credit rating in America.



Description of Specific Recruiting Plan Using Central State Hospital as an Example (Section V. B. 6.)

"Describe your specific plan for meeting the needs described in this RFP for an international nurse recruitment program for Virginia."

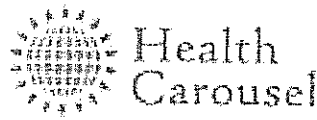
- I. **Job Order Requirements Definition** – Prior to commencement of recruitment efforts by Health Carousel, client facilities will be asked to provide detailed information including but not limited to: general information about the facility and the patient care environment, the positions to be filled including the quantity of nurses needed, job descriptions, experience and specialty requirements and preferences, expected shifts and work hours, wage rates, benefit plans, training offered, and future career opportunities. Health Carousel representatives will meet (in-person or via telephone) with client representatives to define facility-specific criteria for acceptable nurse candidates.

Deliverable: Upon completion of the Requirements Definition phase, Health Carousel will provide a written document (or email communication) that confirms the information gathered during the meeting(s) including desired background and minimum requirements for the nurses to be hired.

- II. **Recruitment Process Definition:** Together, Health Carousel and the client facility will build a recruitment and placement process specific to the client facility, their preferences and requirements, and the situation at hand. This process definition will include identification of preferred source countries, naming of client representatives to conduct interviews, preferred methods for interviews, pro forma process timeline, and processes for managing the employment offers, pre-departure training, transportation and housing options, acculturation and arrival plans, etc.

Deliverable: Upon completion of the Recruitment Process Definition phase, Health Carousel will provide a written document (or email communication) that confirms the information gathered during the Recruitment Process Definition meeting(s).

- III. **Candidate Sourcing** – Health Carousel will recruit foreign educated nurses residing outside the US.
- **Health Carousel Candidate "Inventory" Review** – Health Carousel will provide Central State Hospital with a spreadsheet of prospective nurse employees that identifies the education, experience, source country, country of residence, NCLEX and English Proficiency exam status, and immigration process status including Priority Dates where applicable.
 - **Job Postings** — Health Carousel recruitment marketing professionals will post the available positions on the Health Carousel company website in a "featured opportunities" section of the site, and depending upon client facility source country preferences, other appropriate electronic media, such as Workopolis.com (Canada), JobsDB.com (India / Philippines), or RCNbulletin.com (UK).
 - **Health Carousel Proprietary Candidate Database** – Health Carousel will broadcast the available opportunities to our appropriate individuals in the Health Carousel candidate database of over 20,000 foreign educated nurses. Health Carousel will promote the advantages of the opportunities with Central State Hospital or other DMHMRSAS client facilities.
 - **Print Advertising** - For clients providing larger order sizes, Health Carousel will place print advertisements in appropriate print media, such as the Manila Bulletin (Philippines), and the RCN Bulletin (UK). Health Carousel will secure client approval of advertisement copy prior to ad placement.
 - **Job Fairs and Information Sessions** – Representatives in our off-shore offices will begin promoting the opportunities through job fairs and information sessions in their country.



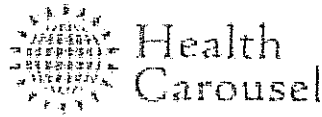
Description of Specific Recruiting Plan Using Central State Hospital as an Example

(Section V. B. 6.) Continued

"Describe your specific plan for meeting the needs described in this RFP for an international nurse recruitment program for Virginia."

For this Central State Hospital example, Health Carousel will focus on recruitment of experienced psychiatric nurses primarily from the Philippines, Nigeria, Ireland, and the UK. Details on our planned efforts in these countries are provided below.

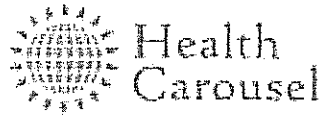
- **United Kingdom** – In the UK, there are a significant number of experienced mental health nurses that do not meet the education requirements for US licensure. In such instances, Health Carousel can require that accepted UK mental health nurse candidates complete a "top-off" program that enhances their education credentials such that they can pass the CGFNS VisaScreen credential review, which is a pre-requisite for immigrant visa issuance. Health Carousel may identify some nurses that either already have completed the top-off coursework or are also Registered General Nurses (RGN) and therefore will pass a CGFNS education credential review.
 - **Nigeria** - In Nigeria, there are a large number of highly experienced nurses (average of 7 years or more of experience) in large state hospitals. Nigerian nurses have a higher representation of males in the nursing profession than many other countries including the US. The standard of education in Nigeria is a two year diploma in nursing, which is comparable to a US associate degree. Psychiatric nurses must complete additional education before becoming certified as a psychiatric or mental health RN. Health Carousel will offer Central State Hospital and other DMHMRSAS facilities the option of interviewing nurses from Nigeria.
 - **Ireland** - In Ireland, there are a significant number of international nurses that are residents, but not citizens, of Ireland. A portion of these nurses have experience in psychiatric or mental health facilities. Health Carousel will identify any available and interested candidates for consideration by Central State Hospital and other DMHMRSAS facilities.
 - **The Philippines** - In the Philippines, there are a large number of BSN prepared, NCLEX passed, English-speaking nurses that may have either limited professional experience or lack psychiatric experience. Filipino nurses are educated in English using curriculum that is consistent with US Baccalaureate education. The Philippines is often cited among the largest exporter of RNs in the world and they are also among the largest number of NCLEX passers among foreign educated RNs. Psychiatric nurses working for the National Center for Mental Health must undergo a two year residency before becoming a certified psychiatric RN. Health Carousel will recruit certified psychiatric RNs and as well as other primary care nurses that have passed NCLEX as prospective candidates for central State Hospital and other DMHMRSAS facilities.
- IV. **RNs in Immigration** - Health Carousel will offer Central State Hospital available Filipino nurses with primary care nursing specialty experience that have immigrant visas in process and priority dates that would allow the nurses to arrive in the shortest possible time. These candidates could be especially valuable for Central State Hospital because they potentially could receive their visa authorization and be eligible to arrive as much as 1-2 years faster than nurses that have not yet been filed. (See chart on page nine.)



Description of Specific Recruiting Plan Using Central State Hospital as an Example (Section V. B. 6.) Continued

"Describe your specific plan for meeting the needs described in this RFP for an international nurse recruitment program for Virginia."

- V. **Screening** – Prior to submitting candidates for consideration, Health Carousel representatives will conduct paper screening (resume, employment application, skills checklist, copies of licensure and certification, etc.) and either in-person or telephone screening of all candidates. This review will confirm that the candidates at least meet the minimum standards as specified in the Job Order Requirements. In addition, Health Carousel will work with the nurses off-shore to ensure completion of any application materials required by the client facility.
- VI. **Interviewing** – Health Carousel will arrange a telephone interview schedule with the nurses selected by the healthcare facility for interviewing.
- VII. **Processing** – Once Central State Hospital (and other DMHMRSAS facilities) have chosen the candidates they wish to whom they wish to offer employment, Health Carousel representatives will assist the hospitals in the preparation of formal offer letters and work to secure written acceptance by the chosen candidates. Upon acceptance, Health Carousel will provide support to the nurses to prepare for and schedule any remaining exams and complete any paperwork necessary to secure a Virginia state license and file for immigration. Health Carousel will then work in collaboration with the hospital and expert immigration attorneys to ensure expedited processing, address Requests for Evidence (RFE) by the immigration service, and ultimately, secure an immigrant visa for the nurse. In addition, Health Carousel will work with client healthcare facility representatives and the nurses to ensure that accepted nurses execute a agreement that requires a two year employment commitment to the facility or reimbursement of the placement fee and corresponding expenses.
- VIII. **Pre-Departure Support** – Health Carousel will assist the client healthcare facility to coordinate with the nurse and the hospital regarding travel and initial housing arrangements to the US, and identification of transportation solutions (auto leases or purchases through International Auto Source).
- IX. **Arrival Support** – In the case of the nurses arriving in the U.S. in groups of three or more, Health Carousel will work with hospital representatives to arrange for the nurse's arrival and transition to living and working in America. Health Carousel advises nurses to save or borrow as much as possible to assist them in making their transition to America. Nevertheless, Health Carousel recognizes that most international nurses that immigrate to America lack the financial resources to support themselves until they are eligible to receive their first paycheck. Most nurses are not eligible to receive compensation for their work until they have completed the first two weeks of employment. Consistent with Health Carousel's leadership position on ethical practices in recruitment of foreign educated nurses, Health Carousel incorporates a housing stipend for the nurses to cover the costs of transitional housing and/or deposits and initial month's rent. In addition, Health Carousel provides the nurses a \$1,000 Living Allowance to cover the costs of household goods and purchase groceries and meals until they are eligible to receive their initial paycheck. These costs are born by Health Carousel and are incorporated into our service charges.
- X. **Post-Arrival Support** – Health Carousel will assign an Account Manager to work with the healthcare facility to monitor the performance of the nurses during any probationary period with the client healthcare facility.
- XI. **Service Guarantee** – Health Carousel will provide a six month service guarantee. If the client healthcare facility determines, in accordance with its standard employment practices, that a nurse placed by Health Carousel can no longer meet its minimum performance standards, the healthcare facility may request a full refund of the Placement Fee or a suitable replacement at no additional cost to the healthcare facility.



General and Specialized Training (Section V. B. 7.)

"The Purchasing Agency will consider providing the general training and specialized psychiatric training listed in Section IV, Item E. Training; however, the Offeror should include in its proposal for consideration by the Purchasing Agency, any training programs that will be provided by the Offeror to include general mandatory training and specialized psychiatric training. Consideration will be given to providing training materials to the Contractor should the Contractor wish to include these materials in its training and orientation program."

Our general training procedures have been covered on pages 13-14 of this document. Therefore the information below only covers additional specialized training that may be offered or required to selected nurses based on their source country. (KEY EVALUATION CRITERIA!)

Philippines Nurses — Non-psych nurses who are selected by the Purchasing Agency will be required to complete the American Nurse Credentialing Center's (ANCC) Psychiatric Mental Health Nursing Review course online. These nurses will not be eligible to sit for the ANCC's Psychiatric & Mental Health Nurse Certification exam due to insufficient psychiatric nursing experience, but the course will serve as an additional preparatory aid.

United Kingdom RMNs — If a Registered Mental Health Nurse (RMN) is selected from the United Kingdom, they will be required to complete a RMN to Registered General Nurse (RGN) course prior receiving authorization to take the NCLEX. This must be completed at the nurse's expense. UK RGNs will be required to complete the American Nurse Credentialing Center's (ANCC) Psychiatric Mental Health Nursing Review course online.

Additionally, there are many nurses who immigrated to the UK now working as RMNs, but who received their initial nurse training in their home country such as the Philippines, India or African countries. These nurses, if selected, most likely would not have to take a RMN to RGN course as they are educationally qualified to receive an NCLEX ATT based on their home country nursing education.

Other Source Countries — As with Filipino, non-psych nurses, these selected candidates will be required to complete the American Nurse Credentialing Center's (ANCC) Psychiatric Mental Health Nursing Review course online.

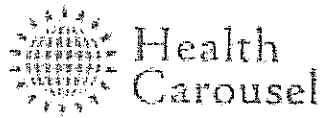


Testing Program (Section V. B. 8.)

"The Offeror should provide in their proposal a testing program for the purpose of assessing the individual general, special, and on-going in-service training needs of each RN or other healthcare professional as well as an evaluation program to evaluate the clinical competency of its RNs."

Our general testing program has been detailed on pages 10-11 of this document. However, the testing we provide and /or require is also summarized below.

- Skills Checklist(s) applicable to their specialty (through NurseTesting.com)
- Psych Nurse Checklist (predominantly used as a benchmark)
- HESI or other predictive exam for NCLEX
- U.S. nursing license exam (NCLEX)
- English proficiency exam (TOEFL or IELTS)
- VisaScreen (CGFNS)
- Drug Screen
- Criminal Background Investigation
- Health Screening



Training and Testing Program vs. Standards (Section V. B. 9.)

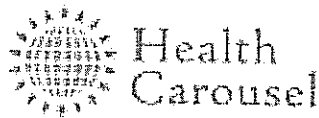
"Any training or testing programs offered by the Contractor shall meet or exceed the standards adopted by the Purchasing Agency or set forth by the organizations listed in Section IV. Item F. Standards of Performance."

Health Carousel will provide a screening process that is compliant with Joint Commission (JCAHO) standards and meets or exceeds the standards set forth in the RFP and by the Commonwealth of Virginia.

Further, Health Carousel is a member of the American Association of International Healthcare Recruiters and subscribes to the codes of ethics as stated in:

- The International Council of Nurses (ICN) Position Statement;
- American Organization of Nurse Executives (AONE) Policy Statement on Foreign Nurse Recruitment;
- American Federation of Teachers (AFT) Position Statement on Recruitment and Rights of Foreign Nurses; and
- AcademyHealth, and the John D. and Catherine T. MacArthur Foundation's Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses.

Our commitment to responsible international recruitment is evidenced by our registration for official licensure with the Philippines Overseas Employment Association (POEA). We understand that fewer than 10% of all recruiting firms sourcing from the Philippines have secured this government approval. (License# POEA-099-LB-091206-PL)



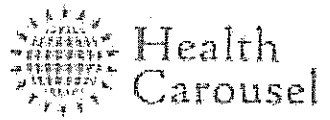
Services Provided

(Section V. B. 10.)

"Description of any other services the Offeror may wish to propose. Indicate pricing in the Detailed Cost Proposal."

The principle services that Health Carousel will provide are itemized below. Provision of these services is included in the per nurse cost proposal on the following page

- **Candidate Recruitment and Selection**
 - Customized recruitment campaigns in the Philippines, Ireland, Nigeria or the UK as needed, which typically includes email, print and text message campaigns
 - Extensive candidate screening, document review and pre-selection testing to provide the best qualified candidate pool possible for your institution
- **Credentialing, Immigration, Pre-departure Training**
 - Provision of an NCLEX preparation course and administer HESI or other predictive exam for NCLEX
 - Registration of selected nurses for required exams including International English Language Testing System (IELTS), and NCLEX
 - Confirmation that all nurses are U.S. licensed before arrival and State licensed before commencement of employment
 - Completion of a criminal background check and obtain a physician certification of fitness
 - Registration of selected nurses for CGFNS credential evaluation and VisaScreen™
 - Supervision and sponsorship of all visa processing
 - Provision of a home-country clinical transition course, prior to the nurse's arrival in the US. This full-time course will begin preparing the nurses' for their US nursing practice environment, in advance of their arrival in the US. (Available to Philippines candidates only)
 - ANCC training course
- **Pre-Departure and Arrival Support**
 - Assistance arranging transportation to the US. The healthcare client is responsible for the cost of the transportation expenses for the nurse to arrive in the US.
 - Health Carousel provides a Housing Stipend to provide for temporary housing and/or initial month's rent and deposit for their new housing.
 - Health Carousel also provides a Resettlement Allowance to participating RNs to assist them in establishing a new household and funding living expenses prior to the receipt of their initial paycheck.
- **Support Services**
 - Dedication of a Health Carousel account manager that will interface with nurses and health care facility representatives up through commencement of employment and any probationary period



Attachment C: Candidate Screening and Testing

Examples of Testing and Screening Instruments Used

Example of Pharmacology Competency Exam Results —
All candidates are required to complete

+ NurseTesting

Ⓢ Recipient Information:

Name:

OVERALL SCORE
97%



Ⓢ Exam Information:

Exam Name: RN Pharmacology

Date of Exam: Mar 22, 2009

Company: Global Scholarship Alliance

Exam ID:

Ⓢ Score Breakdown

Fluid Dosage Calculation: 100% (5 of 5)

General Knowledge: 100% (6 of 6)

IV Flow Rate Calculations: 80% (4 of 5)

Medication Administration : 100% (1 of 1)

Medication Identification/Recognition: 100% (10 of 10)

Metric Conversions: 100% (5 of 5)

Tablet calculations: 100% (4 of 4)

Incorrectly Answered Questions:

Due to security reasons and copyright protection, we can only reveal the questions you answered incorrectly without the correct answer (only your answer).

Ⓢ Question:

Your patient has an order to infuse 100 ml of D5 1/2NS with 10MEq of KCl over the next thirty minutes. The set calibration is 10gtt/ml. What is the correct rate of flow for this patient?

- A) 30 gtt/min
- B) 33 gtt/min
- C) 66 gtt/min (You answered)
- D) 11 gtt/min



Attachment C: Candidate Screening and Testing (Continued)

Examples of Testing and Screening Instruments Used

Example of Medical-Surgical Competency Results

+ NurseTesting

Ⓢ Recipient Information:

Name:

OVERALL SCORE
94%



Ⓢ Exam Information:

Exam Name: Medical-Surgical
Date of Exam: Mar 22, 2009
Company: Global Scholarship Alliance
Exam ID:

Ⓢ Score Breakdown

Critical Thinking: 100% (1 of 1)
Fluid Dosage Calculation: 100% (1 of 1)
General Knowledge: 88% (15 of 17)
Medication Identification/Recognition: 100% (2 of 2)
Metric Conversions: 100% (1 of 1)
Prioritizing: 100% (3 of 3)
Safety: 100% (2 of 2)
Specialty Skill Assessment: 100% (5 of 5)

Incorrectly Answered Questions:

Due to security reasons and copyright protection, we can only reveal the questions you answered incorrectly without the correct answer (only your answer).

Ⓢ Question:

You assist a doctor in the removal of a chest tube. During removal, you instruct the patient to:

- A) Breathe normally (You answered)
- B) Breathe in deeply
- C) Breathe out forcefully
- D) Breathe in deeply and hold their breath



Attachment C: Candidate Screening and Testing (Continued)

Examples of Testing and Screening Instruments Used

Example of Test of English as a Foreign Language (TOEFL) Exam Results— All International Candidates Required to Pass

TOEFL Internet-Based Test Official Score Report for the Test of English as a Foreign Language		Test Date: 20 Feb 2009	
Registration Number		Test Code	Dept. Code
Name		1000	
Gender: M		Dept. Description	
Native Country: Philippines			
Date of Birth: 14 AUG 1984		Native Language: TAGALOG	

F. Origas Jr. Rd.
Origas Center
Pasig, 1600
Philippines

Reading	26
Listening	28
Speaking	26
Writing	27
Total Score	107

The face of this document has a multicolored background – not a white background

INFORMATION ABOUT TOEFL INTERNET-BASED TEST SCORES

For the Internet-based test, you will receive four section scores and a total score. A total score is not reported when one or more sections have not been administered. These scores have the following ranges:

Sections	Scaled Scores
Reading	0-30
Listening	0-30
Speaking	0-30
Writing	0-30
Total Score	0-120

VALIDITY OF SCORES

Because English proficiency can change considerably in a relatively short period, scores more than two years old cannot be reported or validated. Please note the date on which the test was taken.


Additional information about TOEFL iBT scores can be found on the TOEFL Web site at www.ets.org/toefl.


IMPORTANT MESSAGE TO SCORE RECIPIENTS: This report of TOEFL iBT test scores is valid ONLY if received directly from ETS. Photocopies should never be accepted.

TOEFL iBT scores are confidential and should not be released by the recipient without written permission from the test taker. All staff with access to score records should be advised of their confidential nature.

If you have any reason to believe that someone has tampered with this score report, please call the TOEFL Score Verification Service at 1-800-257-9547 or 609-771-7100. Scores more than two years old cannot be reported or validated.

Certified original from ETS, received March 24, 2009.

 Notary Public
In and for the State of Ohio
My Commission Expires
May 01, 2013



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Health
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Attachment C: Candidate Screening and Testing (Continued)

Examples of Testing and Screening Instruments Used

Example of CGFNS VisaScreen — All International Candidates Required to Pass



3600 Market Street, Suite 400, Philadelphia, Pennsylvania 19104-2651 USA • Web: www.cgfns.org
Applicant inquiry number: 215.349.6767 available Monday through Thursday, 9am to 5pm (ET, USA), and Friday, 9am to 4:30pm (ET, USA);
Automated phone system: 215.359.5300 available 24 hours per day, 7 days per week and requires CGFNS ID Number and birth date

CGFNS/ICHP ID#:

March 17, 2009

C/O GLOBAL SCHOLARSHIP ALLIANCE / LANA WOLFE (LS)
4500 COOPER ROAD
SUITE 101
CINCINNATI, OHIO 45242-5687
UNITED STATES OF AMERICA

Dear

The International Commission on Healthcare Professions (ICHP, a division of CGFNS) has completed your ICHP VisaScreen: Visa Credentials Assessment. We are pleased to report that, upon analyzing your application under the standards set forth in section 212(a) (5) (C) of the Immigration & Nationality Act (also known as "section 343"), ICHP has approved you for a VisaScreen Certificate.

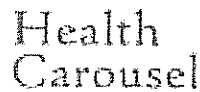
This review was conducted in accordance with U.S. Citizenship and Immigration Services (USCIS) Final Regulations of July 23, 2003, implementing the "section 343" certificate requirement. Enclosed is your VisaScreen Certificate and information pertaining to the Final Regulations.

Congratulations on earning your ICHP VisaScreen Certificate. Please let us know if we may be of additional service.

Sincerely,

International Commission on Healthcare Professions (ICHP)

USCIS requires the VisaScreen Certificate to be renewed after five years. Please note the expiration date on your VisaScreen Certificate. If you have not obtained a permanent visa before that date you will have to apply for a renewal of your VisaScreen. The application for renewal should be submitted before the expiration date to allow time for validation of your professional licenses and English requirements.



Example of International Background Check — All International Candidates Required to Pass

1 2 3 4 5 6 7 8 9 0 1112131415
Exp 00000000000000000000
1
Your Answer:

Professional License Information

Please list professional licenses and details below. Please list a minimum of one license.

License Type	Allied	Country	Philippines
Issue Date	02/15/2004	Expiration Date	09-15-2007

License Type		Country	
Issue Date		Expiration Date	

License Type		Country	
Issue Date		Expiration Date	

Has your professional license ever been investigated or suspended?	No
Have you ever been convicted of a crime other than a minor traffic violation?	No
Have you ever been named as a defendant in a professional liability action?	No

— 28 — March 13, 2009



Health
Carousel

Attachment C: Candidate Screening and Testing (Continued)

Examples of Testing and Screening Instruments Used

Example of Performance Evaluation — Sent to unit managers with Virginia DMHMRSAS' approval after 90 days of employment.

Health Carousel Network		Quality Assignment Evaluation				
<p>Thank you for your recent assignment of a Health Carousel Network healthcare professional. Health Carousel Network affiliated organizations are committed to providing the highest quality candidates to meet your staffing needs. As a Network hospital partner, your evaluation and comments will aid us in continually improving our quality and service.</p>						
Evaluation of Contracted Healthcare Professional						
1. Name	Last Name	First Name				
2. Contact Hospital Information	Facility Name	Position/Unit Assignment				
	Address	City/State/Postal Code/Country				
	Manager/Director Name and Title	Manager/Director Phone Number				
3. Additional Data	Dates of Assignment (mm/dd/yyyy)		Is this Professional eligible for a future assignment?			
	From	To	<input type="radio"/> Yes <input type="radio"/> No			
4. Evaluation to rate check the appropriate box for each area:		Poor	Below Average	Average	Above Average	Excellent
	Quality of clinical skills and competency including age specific care					
	Prioritizing/Critical Thinking Skills					
	Follows facility policies & procedures including safety and emergency protocols					
	Appropriately communicates with patients, families and other patient care team members					
	Attitude					
	Flexibility/Adaptability					
	Cooperation/Teamwork					
	Personal appearance					
	Attendance and punctuality					
5. Additional Comments						
Evaluation of Health Carousel Network Staff						
1. Name (optional) and Ratings	Primary Contact		Secondary Contact			
	<input type="radio"/> Yes <input type="radio"/> No	Have you found the Health Carousel Network staff to be helpful and courteous?				
	<input type="radio"/> Yes <input type="radio"/> No	Have you found the Health Carousel Network staff to be knowledgeable?				
	<input type="radio"/> Yes <input type="radio"/> No	Have we met your expectations in relation to this assignment?				
	<input type="radio"/> Yes <input type="radio"/> No	If you had an inquiry, did we resolve it in a timely manner?				
	<input type="radio"/> Yes <input type="radio"/> No	If you had a complaint, did we resolve it in a courteous and effective manner?				
	<input type="radio"/> Likely <input type="radio"/> Not Likely	How likely are you to use Health Carousel Network in the future?				
<p>Thank you for taking the time to rate your experience with us. Please return this form to: Quality Assurance Department - 4500 Cooper Rd, #101, Cincinnati, Ohio 45242 or Fax to: 513.793.3341 Questions regarding this form may be directed to the Quality Assurance Department at 800.927.5918, extension 21.</p>						



Detailed Cost Proposal (Section V. B. 11.)

"Detailed Cost Proposal: Indicated in the fee schedule in an attachment to this proposal."

The cost of Health Carousel's Global Direct™ service is \$19,056 per nurse. This amount will be collected once the RN begins work at the facility in accordance with the RFP. The "Expense Pass-Through" that covers direct expenses for recruitment, training, testing, licensing, immigration and mobilization of the nurse. The second portion is our "Placement Fee." The table below details all the components of the Expense Pass-Through which is approximately \$9,056. The Placement Fee is \$10,000 per nurse. The cost of the nurse's airline transportation to the U.S. will be paid for by the Virginia DMHMRAS. Pricing assumes that candidate interviews are conducted via telephone.

Expense Pass-Through	RECRUITMENT EXPENSE PAYMENT DETAILS	
	NCLEX Preparation Course	\$400
	HESI NCLEX Predictive Tests	\$100
	NCLEX Registration & Exam Fee	\$350
	IELTS Fee	\$220
	US License and Endorsement Fee	\$370
	CGFNS CES and Processing Fee	\$398
	CGFNS VisaScreen and Processing Fee	\$448
	SUBTOTAL -- per arriving nurse	\$2,286
	VISA FILING EXPENSES AT VISA ISSUANCE	
	Medical Examination	\$110
	Visa Processing Fees and Expenses	\$2,660
	Attorney Fees	\$1,500
	SUBTOTAL -- per arriving nurse	\$4,270
	MOBILIZATION EXPENSE PAYMENT DETAILS	
	Initial Housing Allowance (temp housing / housing deposit)	\$1,500
	Household Startup Allowance	\$1,000
	SUBTOTAL -- per arriving nurse	\$2,500
	PLACEMENT FEE	
	Placement Fee per RN	\$10,000
	SUBTOTAL -- per arriving nurse	\$10,000
	TOTAL EXPENSES	
	TOTAL -- per arriving nurse	\$19,056
	OPTIONAL WELCOME WEEK SERVICES (not included in total below)	
	Cost per nurse (Assumes arrival of 5 nurses at one time. See Attachment D on page 30 for complete pricing schedule.)	\$700
	SUBTOTAL -- per arriving nurse	\$700

The program's pricing is designed such that Health Carousel has one clear incentive – successfully deliver the nurse to your organization. Health Carousel makes a substantial investment and commitment to achieving these goals and is not paid unless these objectives are met.



Attachment D: Welcome Week Optional Services Pricing

Health Carousel can supply the following Welcome Week services for newly arriving nurses:

- Providing THS staff to "Meet and Greet" arriving nurses at the airport and provide transportation to their transitional housing
- Providing "Welcome Week" transition services to help nurses and their families assimilate into the community. This includes assistance with securing a bank account, social security number, household items, groceries, and mobile phone. Ensuring that each nurse has a reliable means of transportation to their assigned facility is included.

The pricing for THS' Welcome Week arrival services vary based on the number of nurses arriving in the U.S. at one time according to the table below.

# of Nurses	Total Cost	Cost Per Nurse
1	\$ 3,500	\$ 3,500
2	\$ 3,500	\$ 1,750
3	\$ 3,500	\$ 1,167
4	\$ 3,500	\$ 875
5	\$ 3,500	\$ 700
6	\$ 3,500	\$ 583
7	\$ 3,500	\$ 500
8	\$ 7,000	\$ 875
9	\$ 7,000	\$ 778
10	\$ 7,000	\$ 700
11	\$ 7,000	\$ 636
12	\$ 7,000	\$ 583
13	\$ 7,000	\$ 538
14	\$ 7,000	\$ 500
15	\$ 7,000	\$ 467
16	\$ 10,500	\$ 656
17	\$ 10,500	\$ 618
18	\$ 10,500	\$ 583
19	\$ 10,500	\$ 553
20	\$ 10,500	\$ 525